

**PAY DIFFERENTIAL 187  
TRAINING OFFICER DIFFERENTIAL – UNIT 07**

Effective: 07/01/84

Revised: 07/01/99, 01/01/00, 10/31/01, 07/01/03, 01/01/06, 06/01/06, 07/01/06, 05/31/07, 10/09/07

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	CRITERIA	DEPT.
Fish and Game Warden, Department of Fish and Game	8421	R07	See rate 1 below	8T1	1	B
Fraud Investigator, Department of Insurance	7539		One-step differential for each hour	8R2	7	D
Investigator II, Alcoholic Beverage Control	7555		One-step differential per hour	8R2	8	H
Licensing-Registration Examiner, Department of Motor Vehicles	8758		One-step differential	8R1	4	F
State Park Peace Officer (Lifeguard)	0992		See rate 2A below	8S1	5	G
			See rate 2B below	8S4	6	
Motor Carrier Specialist I, California Highway Patrol	3930		\$6.50 per shift	8S2	2	A
Public Safety Dispatcher I, California Highway Patrol	1664		One-step differential for each hour	8R2	2	A
Public Safety Dispatcher II, California Highway Patrol	1663		One-step differential for each hour	8R2	2	A
Special Agent, Department of Justice	8482		One-step differential	8R1	3	E
Special Agent, Supervisor, Department of Justice	8524		One-step differential	8R1	3	E
State Park Peace Officer (Ranger)	0983		See rate 2A below	8S1	5	G
			See rate 2B below	8S4	6	
Warden – Pilot, Department of Fish and Game	8410		See rate 1 below	8T1	1	B
Lifeguard II (Seasonal)	0990		See rate 2B below	8S4	6	G

RATE	
•	<p><b>Rate 1 (Department of Fish and Game)</b></p> <p>Equivalent hourly rate of a one-step differential above the equivalent hourly salary rate of the maximum step at Range B of a Fish and Game Warden for each hour the employee functions.</p>
•	<p><b>Rate 2A (Department of Parks and Recreation)</b></p> <p>State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard) - Formalized training at Asilomar. Equivalent hourly rate of a one-step differential above the equivalent hourly salary rate of the maximum step at Range B of a State Park Peace Officer (Ranger) for each hour the employee functions in an instructor capacity.</p>
•	<p><b>Rate 2B (Department of Parks and Recreation)</b></p> <p>State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard) - Defensive tactics, firearms, or Emergency Medical Responder (EMR). Equivalent hourly rate of a two-step differential above the equivalent hourly salary rate of the maximum step at Range B of a State Park Peace Officer (Ranger) for each hour the employee is assigned to provide training for the full shift or any portion of the shift.</p>
<b>CALCULATING RATES</b>	
<p><b>One-Step:</b> Max of Range B x 1.05 = one step above. Then, subtract rate of one step above from max to determine rate.</p>	
<p><b>Two-Steps:</b> Max of Range B x 1.05 = one step above. One step above x 1.05 = two steps above. Subtract rate of two steps above from max to determine rate.</p>	

DEPARTMENT	
A	California Highway Patrol
B	Department of Fish and Game
C	Department of General Services
D	Department of Insurance
E	Department of Justice
F	Department of Motor Vehicles
G	Department of Parks and Recreation
H	Alcoholic Beverage Control

CRITERIA	
1	<p>Unit 07 employees in the Department of Fish and Game, when designated and utilized by the department as Field Training Officers, Range Masters Defensive Tactics Instructors, First Aid Instructors, CPR Instructors or Warden Orientation Instructors shall receive the identified rate above for each hour that the employee functions in an instructor capacity. Such payments shall be made during the following pay period provided certification of eligibility occurs prior to the payroll cutoff date. Certificate occurring after the deadline date may result in a delayed payment to a following pay period.</p> <p>Training Officer Differential Pay does not apply to situations where an experienced or skilled employee is required to informally impart his/her knowledge to a newly hired or less experienced employee.</p>
2	<p>Public Safety Dispatchers I, II, and Motor Carrier Specialist I, when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees, while functioning in a training officer capacity for a full shift, shall receive the differential.</p> <p>Such payments shall be made during the following pay period provided certification of eligibility occurs prior to the payroll cutoff date. Certification occurring after the deadline date may result in a delayed payment to a following pay period. Training differential does not apply to situations where an experienced or skilled employee is required to informally impart his/her knowledge to a newly hired or less experienced employee.</p>
3	<p>Any Department of Justice Special Agent and Special Agent Supervisor assigned to the Department of Justice Training Center to train new employees, retrain existing employees, or train employees of local law enforcement agencies, shall receive the differential in salary for each pay period provided this Service was performed for 11 full workdays or its equivalent.</p> <p>Any Special Agent and Special Agent Supervisor who receives this differential shall be involved in evaluating the job effectiveness of the trainee. Differential payments shall be made during the following pay period provided certification eligibility occurs prior to the payroll cutoff date (i.e., preliminary attendance report). Certification occurring after the deadline date may result in a delayed payment to a following pay period.</p> <p>Training Officer Differential Pay does not apply to situations where an experienced or skilled worker is required to informally impart his/her knowledge to a hired or less experienced employee.</p> <p>Employees in classifications that include lead or supervisory responsibilities in the classification specification shall not receive Training Officer Differential Pay.</p>
4	<p>Unit 07 employees, when designated and utilized by management in a training officer capacity shall receive the differential. Employees functioning in a training officer capacity shall receive the differential for each pay period, provided the employee functioned in a training officer capacity for 11 full working days or its equivalent. In the case of the Department of Motor Vehicles Licensing Registration Examiners designated and utilized as training officers in a formal classroom setting shall receive the differential pay.</p>

**CRITERIA - Continued**

Employees in classifications that include lead or supervisory responsibilities in the classification specification shall not receive Training Officer Differential Pay.

Training Officer differential pay does not apply to situations where an experienced or skilled worker is required to informally impart his/her knowledge to a newly hired or less experienced employee.

Training Officer differential payments shall be made during the following pay period provided the employee's preliminary attendance report is completed prior to the payroll cutoff date of the department. Certification occurring after the deadline date may result in a delayed payment to the following pay period.

- 5 State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard), when designated by management in an instructor capacity to train new employees and/or existing employees at formalized training at Asilomar such as interpretation or resource management, shall receive the equivalent hourly rate of a one-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee functions in an instructor capacity.

- 6 State Park Peace Officer (Ranger) and State Park Peace Officer (Lifeguard), when designated by management in an instructor capacity to train new employees and/or existing employees in defensive tactics, firearms, or Emergency medical Responder (EMR), shall receive the equivalent hourly rate of a two-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee receives regular compensation on a day that the State Park Peace Officer (Ranger) or State Park Peace Officer (Lifeguard) is assigned to provide training for the full shift or any portion of the shift.

Employees who are designated as a Cadet Field Training Officer (FTO) shall be involved in training and evaluating the job effectiveness of a newly appointed peace officer. Unit 7 peace officers participating in the FTO program shall be determined by the Department of Parks and Recreation. Employees shall wear an insignia provided by the Department while serving as a FTO. A Unit 7 peace officer who is trained, certified, and assigned for a full shift or any portion thereof with the newly appointed peace officer as a FTO shall receive the equivalent hourly rate of a two-step differential above the equivalent monthly hourly salary rate of the maximum step of a State Park Peace Officer (Ranger) for each hour that the employee receives compensation on that training day.

Employees participation in the FTO program shall not be subject to the shift and days off bidding system nor be approved for vacation for the period while serving as a FTO. While serving as FTO, an employee who is eligible may apply for lateral transfers during this period; however, the effective date of the transfer shall be subject to completion of the FTO assignment.

- 7 Fraud Investigators, Department of Insurance, when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees shall receive a one-step differential in salary for each hour the designated Fraud Investigator functions in an instructor capacity.
- 8 Investigator II, Alcoholic Beverage Control (ABC), when designated and utilized by management in a training capacity to train new employees and/or retrain existing employees shall receive a one-step differential in salary for each hour in the instructor capacity. Investigator II, ABC, designated as Field Training Officers, Range Masters and Defensive Tactics Instructors as assigned by management are eligible for this pay differential.

**SECTION 14:****PAY DIFFERENTIALS**

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<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No